

CONFIDENTIAL CLIENT

OPPORTUNITY PROFILE

Director, Safety, Risk and Control

ABOUT THE ORGANIZATION

Our client is a large multi-national organization committed to providing customer service excellence in all that they do.

THE OPPORTUNITY

The Director, Safety, Risk and Control (“Director”) will be responsible for the strategic leadership of safety and risk control (SRC) efforts within the organization’s operations across Canada and will lead and coach a team of safety professionals. They will work closely with business leaders to secure sponsorship, drive accountability and monitor performance to ensure a safe workplace for our employees, clients and customers. The Director will also be responsible for leading the development and performance monitoring of tactical plans focused on execution of key processes that drive continuous improvement, minimize risk, protect the organization’s brand, and demonstrate the value of proactive risk management.

KEY ROLES & RESPONSIBILITIES

- Responsible for identifying and setting organization goals for injury prevention (i.e., occupational safety) and brand protection (i.e., food safety, environmental safety).
- Establish annual strategic plans to support and enable the business to achieve those goals.
- Lead, coach and develop a diverse, high-performing team of safety professionals to support the organization’s business needs and drive continuous improvement.
- As a member of the Canadian Leadership Team, the Director will partner and coach the Team to foster the establishment of a strong, inclusive safety culture within the business and at all of the organization’s client locations.
- Develop and oversee performance of tactical plans for operations to achieve annual organizational safety and brand protection goals.
- Effectively manage department budget.
- Monitor and communicate performance against lagging and leading safety metrics; identify areas for leadership attention.
- Increase visibility across the business for safety and risk control related issues impacting people and brand. Includes frequent large group presentations, key meeting attendance, executive level one-on-one meetings, etc.
- Lead and oversee occupational, food and environmental safety audits, including provincial certification for all location audits across Canada.
- Oversee the Regional Safety Leader (RSL) and District Safety Leader (DSL) Programs, a network of front-line operators and support staff serving in a safety support role. Management of these programs includes, but is not limited to:
 - Establishing expectations for support activities and performance monitoring
 - Creating RSL and DSL development strategies
 - Establishing and tracking the annual RSL and DSL incentive process
- Lead and/or participate in departmental and cross-functional projects that contribute to the enablement of improvement efforts, as required.

- Lead the organization's Response Committee, consisting of the President, representation from all corporate departments, and representation from operations, in order to react swiftly and timely to crisis situations.
- Lead and oversee the development and maintenance of the organization's Business Continuity Plan for Pandemics, including virus-specific procedures, trainings, and resources.
- Participate as an Advisor on the organization's Sustainability Steering Committee.
- Liaise with Supply Chain to ensure alignment with approved products, approved suppliers, contract requirements related to occupational, food and environmental safety, etc.
- Partner with the organization's Growth Team on review of new business contracts, support of Requests for Proposals (RFPs) and Client Business Reviews (CBRs), and new business initiatives.
- Consistently demonstrate key leadership competencies which include:
 - Building rapport and effective performance-based relationships with senior executives and international SRC team members.
 - Motivating and inspiring others, both within SRC and throughout the organization.
 - When appropriate, challenging status quo, offering solutions and working to build consensus.
 - Influencing without formal authority for strategic improvement initiatives.
 - Functioning as a change agent to drive continuous, sustainable safety improvement and that builds value.

THE PERSON

QUALIFICATIONS & EDUCATION REQUIREMENTS

- Extensive years of professional experience in environmental health and safety, food safety, risk management, business management, consulting or performance improvement.
- Safety designation (i.e., CRSP) preferred.
- Subject matter expert in occupational, food and environmental safety, with the ability to identify and raise potential risk areas and propose solutions on how to mitigate the risk.
- Demonstrated communication, consultative and executive coaching, persuasion and influencing skills at all levels.
- Proven ability to build constructive and effective relationships, and gain credibility and trust with all stakeholders.
- Exceptional people leadership skills – including the ability to attract, retain and develop a high functioning team.
- Ability to coach and influence executives and leaders at all levels of the organization to allocate appropriate resources to drive and sustain organizational change and utilize/leverage the portfolio of service offerings.
- Experience leading and managing a team of professionals through major organizational improvement initiatives and a strong working knowledge of change management fundamentals.
- Ability to work collaboratively with available resources to bring optimal solutions to address diverse organizational and client needs and drive the overall execution and performance.
- Experience directly interfacing with senior operating leaders within an organization at the line of business or enterprise level (i.e., above a site, plant or unit level).
- Proficiency with Microsoft Office applications.

- Bachelor's degree in related field (MS or MBA preferred).

KNOWLEDGE, SKILLS & ATTRIBUTES

Leadership Skills - Collaborative, progressive, aspirational and visionary; develops and mentors others to be leaders; creates, supports, and leads by example to build a high-performance team and a positive work environment; identifies opportunities, inspires action and achieves results.

Communication - Shows strong written, verbal, and presentation skills and is an active listener; builds trust through demonstrated objectivity and consistency in all responsibilities; a strategic communicator who is able to modify approach depending on the audience.

Visionary - Ability to formulate and articulate a detailed vision for the organization and communicate vision and expectations.

Business Skills - A team player who stimulates and motivates others; ensures that resources and energies are focussed on the achievement of the organization's strategic objectives; ability to formulate strategies, develop action plans, and implement solutions.

Service Orientation - Exhibits a personal style that builds a service oriented, "value-added" culture; customer focused; committed to providing a superior level of customer service.

Pragmatic Decision Maker - Recognizes priorities and changing approaches; shows common sense and intuitive judgment abilities; able to make effective operational decisions.

Problem-Solving Skills - Has great capacity for thinking analytically and evaluating complex business, production, and human resources issues; focuses on the solutions rather than the problems; has a well-developed sense of reasoning.

COMPENSATION

A competitive compensation package will be provided including an attractive base salary and excellent benefits. Further details will be discussed in a personal interview.

FOR INFORMATION PLEASE CONTACT

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